

PROCEEDINGS OF THE BROWN COUNTY EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, February 10, 2014 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Tom Lund, Supervisor Erickson, Supervisor Moynihan, Supervisor Evans, Supervisor Buckley, Supervisor Vander Leest
Excused: Supervisor Fewell
Also Present: Michelle Conard, Jeremy Kral, Supervisor Sieber, Brent Miller, Jeff Lacy, Dan Process, Sandra Juno, Juliana Ruenzel, Supervisor Robinson, Beth Lemke, Lynn Vanden Langenberg, John Gossage, Todd Delain, Troy Streckenbach

I. **Call Meeting to Order:**

The meeting was called to order by Chairman Tom Lund at 5:31 p.m.

II. **Approve/modify agenda:**

Supervisor Moynihan modified the agenda to strike Item 21.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve the agenda as modified. Vote taken. MOTION CARRIED UNANIMOUSLY

III. **Approve/modify Minutes of January 6, 2014.**

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public - None

Communications

1. **Communication from Supervisor Robinson re: That a report on the results of the County Board listening sessions be given at the January Executive Committee Meeting and that discussion take place on priorities of further Brown County Action. *Motion at Jan Exec Cmte Mtg: To review with department heads and come back and analyze it and send back to Executive Committee. Carried 6-1.***

Supervisor Moynihan stated that he does not have anything formal from each department at this time. It was suggested that this be held to gather more information.

Robinson stated that originally the idea was to bring this to the Committee to help guide the County Executive with regard to his State of the County report. If this is held, by the time the information comes back, the State of the County address will have already been given. Robinson frequently hears Supervisors say that the County Board gives too much power to the County Executive. The intent was to set priorities as the County Board in order to be part of the conversation as to where the County should be heading.

Moynihan agreed with Robinson but stated that no matter what is done collectively, the County Executive does not have to use any of it. Robinson agreed with this.

Erickson stated that Robinson's point is valid and he stated that PD & T had an agenda item several years ago of items that they would like see addressed in the budget and this might be a way that this can be handled as well. That way the discussion is on the record and it can be forwarded to the Executive and it is also included in the County Board minutes so if any Supervisor wants to pull something and expand on it they have the opportunity to do so. Robinson felt this was a good idea and noted that something similar to that was done at Human Services last year with regard to treatment courts. Robinson would like to see the Committee chairs farm this out to their respective Committees and have a conversation as to what type of priorities they would like to see for the budget for next year.

Lund agreed with Robinson and felt that it would be appropriate to send to department heads and then talk at Committee level. He would rather have the experts at the Committee level look at it first before the Executive Committee gets involved.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

2. **Communication from Supervisor Robinson re: Explore the possibility of setting up a separate fund for the correction officers that would utilize currently budgeted funds to support early retirement similar to Protective Status and bring back a proposal to do so next month. *Referred from January County Board.***

Robinson informed the Committee that he was waiting to do more research on this as he felt with the County Board voting to encourage action at the State level it would be more appropriate to wait to see how that turned out and have this communication held until after action from the State.

Vander Leest asked Interim HR Director Lynn Vanden Langenberg how many people are impacted by this. Vanden Langenberg responded that they are getting a lesser amount put into WRS and it is not that they cannot retire, it is more of an issue that they will not have the funds in their retirement to retire. Vanden Langenberg stated that the County could put aside additional funds so there would be more funds when they reach retirement age. Vanden Langenberg stated the impact on other employees would have to be considered as well. Vander Leest said he would like to see more information on this as well as what other counties are doing with regard to changing the protective status as he does not like the long term costs.

Robinson responded that there would be long term costs, but there would not necessarily be any additional costs than were budgeted this year and in past years. Robinson continued that he is all for showing employees appreciation and he feels the County should continue to do so. This piece addresses an issue that he has heard many Supervisors at the County Board meeting comment on and that is that we do not want someone of a certain older age trying to deal with 25 year old inmates. What this does would allow those employees to retire at a reasonable age.

Supervisor Buckley reiterated what Vanden Langenberg said and noted that because of the classification these employees are basically in the same pool as the rest of the employees and what you do for one group of employees you have to do for all employees. Legally, if we have to provide certain benefits, those benefits should be passed on to all employees.

Robinson continued that when he brought this up at the County Board he could tell that the Board was not thrilled but they also did not say it could not be done. With the determination at the State level as to what is continued protective status, there are certain guidelines set up. If those same guidelines were set up at the County level any employee in the County who meets the guidelines would qualify for protective status, which, in a sense, would mean that all employees are treated the same.

Supervisor Evans stated that the resolution that was talked about at the County Board supported taking away the protective status but what was interesting was that he kept on hearing that they would talk about this at the State level and it was going to be discussed. He felt that this was not accurate as when

the legislative luncheon was held recently it was disgustingly evident that the representatives in Madison had no idea this was coming and did not know what was going on. Evans was disappointed by some of the members of the County Board and the Executive for talking about how this resolution would be passed and everything would be fine. He reiterated that the legislators had no clue this resolution was coming from Brown County and it certainly will not be dealt with.

Vander Leest asked Vanden Langenberg what the retirement guidelines are under the WRS with regard to retirement. Vanden Langenberg stated that an employee could retire at any time but may risk penalties if they start withdrawing too early. She also noted that there are different longevity options with different calculations. Vander Leest said that some of the discussion had at the legislative luncheon was with regard to retiring after 30 years of service but he also noted that in the Sheriff's Department there are several deputies that are in their late 50s that are still performing their jobs well and he does not feel that all of these people should be lumped together and the County needs to try to look at this and treat all employees fairly.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to hold until pending legislation at the State level is dispensed. Vote taken. MOTION CARRIED 5 TO 1

Ayes: Erickson, Lund, Moynihan, Buckley, Vander Leest

Nay: Evans

3. Communication from Supervisor Sieber re: Review and possible action of hiring budgeted positions. Referred from January County Board.

Supervisor Sieber addressed the Committee and stated that the point of this is that every month the Executive Committee and the County Board gets a list of vacated positions for approval. This process leaves departments under staffed and the morale of employees is suffering while waiting for this approval process. Sieber continued that he thinks County Executive Streckenbach does a great job and looks at all details and Sieber did not feel the Committee and the Board are not getting any positions for approval that are not necessary. What Sieber is hoping tonight is to get rid of this process and allow the departments to hire budgeted positions without having to go through Committee and Board approval. Sieber said that at the very least he would like to see the Committee look at allowing the departments who are considering internal promotions not have to run through this process.

Vander Leest stated the policy was put in place to review the positions to look at more efficiencies and how things were being done in the County. He noted that the City of Green Bay does things in a similar manner. He felt that this process should continue for several reasons: 1) to continue the scrutiny in looking at efficiencies and how to make department more effective and 2) so that this is not on "auto pilot" basis. Vander Leest felt the current policy is a good policy and is important in being able to keep County government as efficient and effective as possible and further it allows departments to state their case on why positions should be filled. Vander Leest is not in favor of changing the current procedure.

Evans asked Sieber how he knew that the process was creating morale problems because positions are not being filled in a timely fashion. Sieber responded that he had talked to some department heads about this and particularly with regard to internal promotions where the position is open for several months, the other staff has to pick up the work load so staff is working on more than they are assigned to and more than they are expected to do and this has been going on for years.

Evans understood that the Board and the Committee has an administrative task of hiring and filling positions, but he disagrees with what Sieber wants to do. Evans is always interested in giving the legislative branch more power and he thinks within this we need to continue to keep tabs on the administration and he noted that 99% of the positions that come through are approved. Evans continued that in Human Services they have been able to shift some areas around and look at the vacated positions and have been able to hold off on hiring positions which results in dollars saved for those positions. This allows the opportunity throughout the year to manage the budget in more of a hands on fashion and

provides a better handle on what is vacant and allows the opportunity to ask administration to come forward and do an analysis as to why the positions should be filled again or not filled. Evans will not support this communication as he likes to be informed of what positions are vacant and likes to be involved with managing the positions and associated dollars. He is also opposed to giving more of the legislative powers over to the executive branch.

Erickson stated this matter had been discussed in the past prior to Sieber being on the Board. In reviewing the positions presented this month, he noted that several of them are looking for approval for positions that have not been vacated yet. There is nothing to say that the department cannot ask for approval prior to the position being vacated. Erickson stated that the positions that have been vacated, have only been vacated within the last three weeks. Erickson also referenced the form that accompanies each request that determines the funding for the position and gives Human Resources the opportunity to re-evaluate the position. The final say does come from the County Board and he has not heard the Board deny any positions. He also noted that this process was a budgetary move to evaluate positions and hold some positions open for a short period of time to help control the budget. Erickson concluded by stating that there has been a lot of thought and detail put into this process.

Supervisor Buckley felt that this is a broken process and he is not looking to acquiesce any more authority to anyone, but he felt that at some point in time putting together a personnel committee should be examined to work together with Human Resources in evaluating positions. When it comes to the Executive Committee, Buckley does not recall ever not taking the positions all at once and approving them all at once with no discussion. A personnel committee could also serve as a hearing committee at the final step in the grievance process. This committee could consist of several supervisors and work closely with Human Resources and the department heads on open positions.

Vander Leest questioned if all vacant positions come to the Committee. Vanden Langenberg stated that there are departments that will attempt to work things out so they do not have to fill a position or combine duties with another position. If this is not possible, then the vacant position comes to the Executive Committee and the Board for approval. Vanden Langenberg continued that there are some positions that are based on caseload and those positions are necessary and she also noted that once those positions are filled there is also a period of training that takes place before the employee is functional. This can affect the workload of other employees in the department as well customer service of the County. Vander Leest would like to see this communication received and placed on file.

Troy Streckenbach shared his perspective on this and noted that the final decision would be up to the Board. He noted that the hiring freeze and act of bringing positions forward was debated on October 12, 2009 by a communication by Supervisor Scray. He also noted that former County Executive Tom Hinz put the hiring freeze into place and the Board argued that he did not have the authority not to fill positions. The hiring freeze was put in place to help alleviate shortfalls in the budget. Streckenbach stated that there are a lot of positions that are drivers for the County and are critical. He noted that they are going through the internal process to vet and in the end they have the discretion of changing the table of organization during the budget process. He does not recall a time when a position was not approved. He noted that not all of the vacant positions are funded by the County; some are funded through external revenue sources. Not filling vacancies would be hampering the employees from doing the business of Brown County. Streckenbach felt that the Committee could recognize that while this process may take some time, which in some cases results in savings to some degree, it is also costing in other areas. Streckenbach stated that there would still be an internal review of positions whether or not the County Board reviews them.

Sieber stated that we need to keep the positions filled. With what he is proposing the Board will still maintain its power and authority and there is still the budgeting power. He would ask that at the very least a motion include a process for internal promotions, or that a list of positions that are pre-approved for filling be created that do not need to come back to the Board such as state or federally funded positions or other positions that are mandatory.

Moynihan felt that this should be received and placed on file but if Sieber can detail and come back next month with a list of revenue generated positions or other necessary positions he would consider modifying the ordinance. Sieber stated with all due respect he would not like to waste staff time in coming up with a list if the Committee does not feel this is worthwhile. Erickson agreed with Moynihan that a list of revenue driven positions or federal or state funded positions could be considered at the next Executive Committee meeting. Lund asked staff to work on such a list to be placed on the next agenda.

Evans acknowledged that the positions that come through the Executive Committee are approved regularly with little or no discussion. It is Evans' position that this is because it is assumed that each standing Committee has done their work in reviewing the positions and therefore there is no need for debate. With regard to the County Executive's comment that they are asking for positions that have not been vacated yet, he felt that Human Resources needs to have a good understanding of the positions that have a high turnover rate. Evans would like to hear at some point what Human Resources is doing in relation to high turnover positions. Evans will support a motion to receive and place on file.

Robinson spoke to Buckley's suggesting of forming a personnel committee. It seems to him that the most efficient way to handle this process would be to review the table of organization at budget time, however, he wonders if it would make sense to create a personnel committee that would work with the end result of finishing up the class and comp study and also review the table of organization throughout the year and make recommendations to the County Board at the time of the budget and then those positions would have already been reviewed and approved by a committee working under the Board. This would allow cutting the time the positions are open as the positions would have already been approved. The personnel committee could also serve as the hearing body for grievances.

Motion made by Supervisor Vander Leest, seconded by Supervisor Evans to receive and place on file.

Vote taken. MOTION CARRIED 5 to 1

Ayes: Lund, Erickson, Moynihan, Evans, Vander Leest,

Nay: Buckley

4. Communication from Supervisor Moynihan re: Treasurer Kerry Blaney's Resignation. *Referred from January County Board.*

Moynihan stated that he created this last month to be proactive with regard to Kerry Blaney's retirement. After the meeting the County Clerk checked with the GAB who felt it would be better to wait a month on this. County Clerk Sandra Juno stated that there is a similar situation in Dane County and they acted on it prior to the vacancy occurring which created some problems and therefore the GAB has advised Brown County to wait to act on this until the March Board meeting. This would still meet the timeframe and allow the Clerk's office to do their publications.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

Vacant Budgeted Positions (Request to Fill)

- 5. Administration – Clerk of Circuit Court – Clerk Typist II, Vacated 1/13/14.**
- 6. Clerk of Circuit Court – Deputy Clerk of Courts I, Vacated 1/20/14.**
- 7. Department of Administration – Accountant Supervisor (Located in Human Services) Vacated 2/19/14.**
- 8. Human Services – AODA Counselor (Two Vacancies, one full time, and one .8 FTE) Vacated 2/3/14.**
- 9. Human Services – Behavioral Health Supervisor, Vacated 2/21/14.**
- 10. Human Services – Clinical Social Worker, Vacated 1/31/14.**
- 11. Human Services – Contract & Provider Relations Manager, Vacated 2/14/14.**
- 12. Human Services – Economic Support Specialist (x2), Vacated 1/10/14, 2/14/14.**

- 13. Human Services – SW/CM (Child Protection/Intake/Ongoing), Vacated 1/20/14.
- 14. Human Services – SW/CM (Juvenile Justice) (x2), Vacated 2/17/14; 4/25/14.
- 15. Human Services – SW/CM (Long Term Care), Vacated 1/31/14.
- 16. Museum – Technician, Vacated 10/1/13.

With regard to Item 12, Vander Leest asked Human Services Director Jeremy Kral if there are issues in the department as he has noticed that there have been a number of vacancies in the past for this position. Kral responded that the position carries a high work load and the number of economic support specialists has increased due to different things going on with regard to the Affordable Care Act.

Motion made by Supervisor Moynihan, seconded by Supervisor Evans to suspend the rules and take Items 5 – 16 together. Vote taken. MOTION CARRIED 5 TO 1
Ayes: Erickson, Evans, Lund, Moynihan, Vander Leest
Nay: Buckley

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve Items 5 – 16. Vote taken. MOTION CARRIED 5 to 1.
Ayes: Erickson, Evans, Lund, Moynihan, Vander Leest
Nay: Buckley

Legal Bills

- 17. Review and Possible Action on Legal Bills to be paid.

Erickson noted that there are a lot of legal fees for collection matters and he wanted to make sure that these bills are being reviewed to be sure that the County is not paying out more on attorney fees than is being collected. Corporation Juliana Ruenzel stated that all legal bills are reviewed carefully.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to pay the bills. Vote taken. MOTION CARRIED 5 to 1. Vote taken. MOTION CARRIED UNANIMOUSLY
Ayes: Evans, Lund, Moynihan, Vander Leest, Buckley
Nay: Erickson

Reports

- 18. County Executive Report.

No report; no action taken.

- 19. Internal Auditor Report.
 - a) UW-Extension Review of Reported Incident Involving Missing Funds.

Internal Auditor Dan Process referenced the report contained in the agenda packet. Erickson asked if it was ever determined who took the missing funds. Process responded that the department did not have appropriate controls over the safe in that the keys to the safe were kept in an area where a number of employees have access. He also noted that there are no surveillance cameras in the area. A police report was filed however it did not go anywhere due to the access to the safe by a number of employees. Process also noted that reconciliations were not done on a daily basis and therefore the date the theft occurred could not be pinpointed. Process also noted that there is also access after business hours by cleaning staff and on weekends. Process indicated that corrective measures have been taken to keep something like this from occurring again. Vander Leest suggested that a memo be sent out to any departments that have similar situations with access to a safe. Process stated that that could absolutely be done.

Process also wished to advise the Committee that if they ever see redacted items on the monthly report of bills over \$5,000, the redaction is due to HIPAA policies.

Motion made by Supervisor Erickson, seconded by Supervisor Evans to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

20. Human Resources Report.

a) Salary for Elected Officials – Sheriff and County Clerk.

Vanden Langenberg stated that this matter could be handled at next month's meeting. The Committee agrees that that would be appropriate as it would allow time to review information which was provided, a copy of which is attached. Vanden Langenberg said that this is to set the salary for the Sheriff and County Clerk. Buckley asked what was being recommended for the salaries. Vanden Langenberg stated that she was not ready to discuss this tonight. Vander Leest felt that the elected officials should be treated the same as general employees.

Motion made by Supervisor Moynihan, seconded by Supervisor Vander Leest to hold for one month.

Vote taken. MOTION CARRIED 5 to 1

Ayes: Erickson, Evans, Lund, Moynihan, Vander Leest

Nay: Buckley

Resolutions, Ordinances

21. Resolution re: Reclassification of Position Certified Nursing Assistant Human Services – Community Treatment Center. *Motion at Human Svc: Receive and place on file.*

This item was struck from the agenda.

Closed Session

Closed session pursuant to Wis. Stat. § 19.85 (1)(e) Deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

- 22. Discussion, strategy, representation and possible action regarding Interest arbitration for the Non-Supervisory Deputy Sheriff's Labor Contract.**
- 23. Update, discussion and possible action on Labor negotiations regarding the Medical Examiner's Labor Contract.**
- 24. Discussion and possible action on Labor negotiations regarding the Sheriff Department Supervisory Employee Contract.**
- 25. Discussion and possible action on labor negotiations regarding the Sanitariums contract.**

Notice is hereby given that the governmental body will adjourn into a closed session during the meeting on the above numbers 1 thru 4, as authorized pursuant to Section 19.85 (1)(e) and (1)(g) of the Wisconsin Statutes, and Pursuant to Wis. Stat. § 111.70 as allowed for purposes of negotiating and collective bargaining, which authorizes the governmental body to convene in closed session for the purpose of:

- a) Deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. Wis. Stat §19.85 (1)(e)**
- b) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is likely to become involved. Wis. Stat § 19.85 (1)(g)**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to enter into closed session. Roll Call Vote taken. MOTION CARRIED UNANIMOUSLY

Ayes: Evans, Erickson, Lund, Moynihan, Vander Leest, Buckley

Motion made by Supervisor Moynihan, seconded by Supervisor Vander Leest to return to regular order of business. Roll Call Vote taken. MOTION CARRIED UNANIMOUSLY
Ayes: Evans, Erickson, Lund, Moynihan, Vander Leest
Excused: Buckley

Reconvene in Open Session:

- 22. Discussion, strategy, representation and possible action regarding Interest arbitration for the Non-Supervisory Deputy Sheriff's Labor Contract.**

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to draft a Resolution Regarding Authority to Execute a 2012 – 2014 Labor Agreement with the Brown County Sheriff's Department Non-Supervisory Employees and hold until February County Board meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

- 23. Update, discussion and possible action on Labor negotiations regarding the Medical Examiner's Labor Contract.**

No action taken.

- 24. Discussion and possible action on Labor negotiations regarding the Sheriff Department Supervisory Employee Contract.**

No action taken.

- 25. Discussion and possible action on labor negotiations regarding the Sanitarians contract.**

No action taken.

Other

- 26. Such other matters as authorized by law.**

None.

- 27. Adjourn.**

Motion made by Supervisor Buckley, seconded by Supervisor Vander Leest to adjourn at 6:53 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary

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INTERIM HUMAN RESOURCES MANAGER

TO: Executive Committee
FROM: Lynn A. Vanden Langenberg, Interim HR Manager
DATE: February 10, 2014
SUBJ: Salary for Next Election Term – Sheriff and Clerk of Courts

The Sheriff and Clerk of Courts election official positions are up for election for the next term of office – 1/1/2015 – 12/31/2018. Due to the primary elections move to August, the salary for the next term is due by April 1.

Below is a table with the current salary and the counties, for wage purposes, are compared to Brown County. The detail of all Wisconsin Counties is attached.

Sheriff					
County	2011 Salary	2012 Salary	2013 Salary	2014 Salary	Population
Brown	\$91,000	\$91,000	\$91,000	\$91,000	245,426
Outagamie	\$88,515	\$90,285	\$92,091	\$93,932	175,530
Fond du Lac	\$89,345	\$90,238	\$92,043	\$93,884	102,151
Winnebago	\$91,903	\$94,660	\$95,607	\$96,563	165,864
Kenosha	\$91,397	\$93,225	\$95,090	\$96,991	162,243
Manitowoc	\$81,416	\$83,045	\$85,121	\$87,674	85,065
Sheboygan	\$92,941	\$92,941	\$92,941	\$92,941	117,566

Clerk of Courts					
County	2011 Salary	2012 Salary	2013 Salary	2014 Salary	Population
Brown	\$66,500	\$67,700	\$67,700	\$67,700	245,426
Outagamie	\$71,093	\$72,515	\$73,965	\$75,444	175,530
Fond du Lac	\$68,724	\$69,411	\$70,799	\$72,215	102,151
Winnebago	\$63,098	\$64,045	\$65,006	\$65,981	165,864
Kenosha	\$75,234	\$76,739	\$78,274	\$79,839	162,243
Manitowoc	\$58,913	\$60,091	\$61,593	\$63,441	85,065
Sheboygan	\$67,370	\$67,370	\$67,370	\$67,370	117,566

As a point of reference only, the wages for other elected officials that are not up for election are listed below:

- County Clerk \$69,000
- Register of Deeds \$69,000
- Treasurer \$69,000
- County Executive \$88,137

Cc: Troy Streckenbach, County Executive

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2013-2014 Sheriffs Wage and Office Information

COUNTY INFO			SHERIFF		CHIEF DEPUTY		DEPARTMENT INFORMATION						
County	Population	2013 Budget	Salary 2013	Salary 2014	Salary 2013	Salary 2014	# of Supervisors	Sworn Deputies	Detectives/ Investigators	Correction Officers	C.O. Protective Status	Jail Admin Position	Office/ Support Staff
Adams	20,797	\$5,981,074	\$73,895.00	\$75,373.00	\$66,830.00	\$66,830.00	15	20	3	17	N	Y	4
Ashland	16,866	\$2,696,587	\$55,595.00	?????	\$58,931.00	?????	6	18	1	12	N	Y	1
Barron	45,733	\$7,043,721	\$72,133.00	\$72,855.00	\$75,942.00	?????	4	18	6	23	N	Y	4.5
Bayfield	15,018	\$3,630,681	\$62,256.00	\$62,256.00	\$58,450.00	\$59,598.00	7	16	2	14	N	N	3
Brown	250,000	\$36,478,489	\$91,000.00	\$91,000.00	\$89,151.00	\$89,494.00	54	155	15	142	Y	Y	20
Buffalo	13,539	\$1,892,885	\$63,956.00	\$64,259.00	\$49,774.00	?????	2	8	1	10	Y	Y	0
Burnett	15,500	\$2,904,361	\$64,800.00	\$66,800.00	\$62,500.00	\$62,500.00	7	12	3	18	N	Y	2
Calumet	60,000	\$4,497,002	\$81,159.00	\$82,764.00	\$76,057.00	\$77,916.00	6	25	4	16	N	Y	4
Chippewa	62,286	\$8,047,030	\$76,600.00	\$77,800.00	\$74,000.00	\$75,000.00	8	55	4	20	N	Y	5
Clark	34,000	\$5,740,802	\$65,380.00	\$66,661.00	\$74,443.00	\$74,443.00	11	64	5	24	N	N	3
Columbia	56,835	\$10,353,000	\$80,621.00	\$82,607.00	\$85,863.00	?????	17	23	4	35	N	Y	5
Crawford	16,711	\$2,361,135	\$60,257.00	\$60,257.00	\$56,238.00	\$56,238.00	3	17	3	8	Y	Y	1.5
Dane	489,000	\$68,141,000	\$127,485.00	\$131,310.00	\$118,500.00	\$125,600.00	56	389	30	N/A	N/A	N	109
Dodge	88,759	\$17,350,000	\$83,982.00	\$83,982.00	\$77,913.00	\$76,689.00	18	35	8	110	N	Y	26
Door	29,465	\$8,054,017	\$80,110.00	\$84,546.00	\$91,345.00	\$91,345.00	4	22	5	18	Y	Y	4
Douglas	44,000	\$6,590,000	\$74,312.00	\$75,798.00	\$68,699.00	\$70,416.00	13	25	4	38	Y	Y	6.5
Dunn	42,400	\$6,343,831	\$82,654.00	\$84,628.00	\$78,894.00	\$81,266.00	7	15	2.5FT/5PT	25	Y	Y	4.5
Eau Claire	99,260	\$10,800,000	\$83,469.00	\$85,138.00	\$88,483.00	\$89,300.00	10	21	5	45	N	Y	6
Florence	4,300	\$1,670,000	\$84,000.00	\$85,900.00	\$49,096+	\$50,077+	3	8	0	11	N	Y	0
Fond du Lac	102,000	\$13,000,000	\$92,410.00	?????	\$84,640.00	?????	12	50	7	55	Y	N	7
Forest	9,304	\$3,491,282	\$62,436.00	\$62,436.00	\$57,918.00	\$57,918.00	11	28	3	25	N	Y	2
Grant	51,087	\$4,751,340	\$64,869.00	\$65,518	\$67,662.00	\$67,662	7	18	3	8	N	Y	3
Green	36,842	\$5,434,430	\$73,084.00	\$73,084.00	\$67,766.00	\$67,766.00	10	23	3	13	Y	Y	4
Green Lake	19,000	\$4,851,467	\$72,601.00	?????	\$71,979.00	?????	7	12	3	14	N	Y	3
Iowa	23,600	\$3,210,323	\$63,985.00	\$65,264.00	\$54,930.00	\$56,375.00	4	16	2	16	Y	N	2
Iron	5,916	\$1,779,780	\$58,148.00	\$58,876.00	\$48,880.00	\$48,880.00	5	11	1	9	Y	Y	1
Jackson	19,500	\$3,268,542	\$57,336.00		\$55,078.00		5	19	2	19	N	Y	2.5
Jefferson	84,000	\$17,262,142	\$79,768.00	\$81,369.00	\$85,570.00	\$87,798.00	18	34FT/10PT	8	29	Y	Y	8.5
Juneau	25,000	\$5,665,724	\$70,708.00	\$71,208.00	\$67,266.00	\$67,266.00	8	46	4	0	Y	Y	3
Kenosha	165,000	\$34,921,761	\$95,089.00	\$96,960.00	\$108,131.00	\$108,672.00	53	76	14	152	N	N	34
Keweenaw	20,000	\$3,854,446	\$70,594.00	\$72,711.00	\$65,815.00	\$67,789.00	8	12	3	12	N	Y	2
LaCrosse	118,000	\$10,359,000	\$97,755.00	\$100,680.00	\$90,540.00	\$90,540.00	18	40	4	53	N	Y	8
Lafayette	16,897	\$2,684,500	\$68,925.00	\$60,103.00	\$52,332.00	unknown	5	9	1	10	Y	Y	1
Langlade	19,786	\$3,713,853	\$70,000.00	\$70,000.00	\$67,800.00	\$68,300.00	6	7	2	15	N	Y	1
Lincoln	30,000	\$4,468,915	\$63,898.00		\$71,362.00		5	16	4	13	N	Y	3
Manitowoc	81,442	\$10,416,247	\$85,121.00	\$87,674.00	\$84,681.00	\$82,355.00	27	29	6	31	N	Y	7
Marathon	139,000	\$16,571,615	\$97,833.00	\$97,833.00	\$91,700.00	\$91,700.00	24	42	9	55	N	Y	17
Marquette	44,000	\$6,713,960	\$74,272.00	\$75,757.00	\$69,162.00	\$69,162.00	5	29	4	28	N	Y	4
Marquette	15,800	\$3,200,000	\$74,196.00	\$76,422.00	\$70,933.00	?????	8	12	3	17	N	Y	2
Menominee	4,600	\$989,642	\$39,305.00		\$33,966.00		2	13	1	0	N/A	N/A	1
Milwaukee	951,252		\$137,512.00		\$108,388.00		66	422	34	123	Y	Y	156
Monroe	45,000	\$5,262,272	\$67,630.00	\$67,630.00	\$64,541.00	\$71,011.00	11	40	4	0	Y	Y	3
Oconto	37,830	\$6,730,000	\$75,336.00	\$76,466.00	\$71,745.00	\$72,030.00	5	16	4	25	N	Y	3
Oneida	37,000	\$9,700,000	\$81,989.00	\$81,989.00	\$99,965.00	\$100,965.00	13	39	5	25	N	Y	33
Outagamie	177,455	\$18,005,420	\$91,538.00	\$93,932.00	\$92,665.00	\$92,895.00	30	67	15	80	N	Y	17
Ozaukee	86,000	\$13,000,000	\$98,300.00	\$100,400.00	\$95,400.00	\$96,300.00	15	57	5	0	N	Y	10

2013-2014 Sheriffs Wage and Office Information

COUNTY INFO			SHERIFF		CHIEF DEPUTY		DEPARTMENT INFORMATION								
County	Population	2013 Budget	Salary 2013	Salary 2014	Salary 2013	Salary 2014	# of Supervisors	Sworn Deputies	Detectives/ Investigators	Correction Officers	C.O. Protective Status	Jail Admin Position	Office/ Support Staff		
Pepin	7,200	\$1,633,878	\$63,898.00	\$64,898.00	\$52,191.00	\$53,578.00	0	5	0	10	Y	Y	1		
Pierce	41,108	\$6,100,000	\$73,439.00	\$75,275.00	\$70,939.00	?????	8	18	5	15	Y	Y	1		
Polk	44,205	\$7,279,236	\$82,190.00	\$83,423.00	\$92,640.00	?????	10	25	5	27	N	Y	3.8		
Portage	70,806	\$8,652,889	\$78,096.00	\$79,267.00	\$80,510.00	\$82,427.00	15	26	6	30	N	Y	5		
Price	14,055	\$2,991,195	\$60,000.00		\$54,772.00		4	14	2	8	Y	Y	2		
Racine	191,000	\$22,873,485	\$95,890.00	\$95,890.00	\$104,964.00	\$106,013.00	28	133	18	65	N	N	7		
Richland	17,000		\$62,686.00	?????	\$57,262.00	?????	2	13	0	12	N	N	2		
Rock	160,129	\$2,439,998	\$100,809.00	\$102,819.00	\$97,029.00	\$99,451.00	31	60	6	81	Y	Y	26		
Rusk	14,238	\$3,230,069	\$61,415.00	\$61,623.00	\$54,498.00	\$55,855.00	2	12	2	13	Y	Y	3		
Sauk	58,000	\$13,146,456	\$84,418.00	\$84,418.00	\$70,052.00	\$70,052.00	20	28	8	55	Y	Y	31		
Sawyer	16,581	\$5,047,079	\$65,852.00	\$66,830.00	\$64,126.00	?????	3	22	2	14	N	Y	2		
Shawano	40,000	\$8,758,714	\$69,698.00	\$70,298.00	\$81,473.00	?????	18	27	7	37	N	Y	7		
Sheboygan	115,000	\$17,500,000	\$93,000.00	?????	\$82,000.00	?????	30	80	7	54	N	N	7		
St. Croix	84,856	\$9,537,344	\$82,649.00	\$83,888.00	\$79,500.00	\$81,090.00	18	27	8	26	Y	Y	6		
Taylor	20,000	\$3,900,000	\$76,006.00	\$77,527.00	\$71,279.00	?????	4	18	3	20	Y	Y	2		
Trempealeau	28,816	\$4,800,000	\$76,507.00	\$77,272.00	\$65,576.00	\$66,458.00	10	15	3	14	N	Y	2		
Vernon	29,090	\$4,102,178	\$66,043.00	\$67,364.00	\$59,438.00	\$60,627.00	8	27	2	17	N	Y	4		
Vilas	23,000	\$6,780,518	\$58,875.00	\$60,641.00	\$57,593.00	\$59,050.00	9	20	5	19	N	Y	4		
Walworth	110,000	\$23,478,092	\$98,573.00	\$100,420.00	\$100,027.00	\$106,912.00	34	84	9	74	N	Y	12		
Washington	16,000	\$3,193,900	\$62,335.00	\$62,335.00	\$60,309.00	\$63,556.00	5	10	2	13	Y	Y	3		
Washington	132,462	\$15,060,910	\$87,406.00	\$89,154.00	\$87,402.00	\$87,402.00	22	51	7	59	N	Y	15		
Waukesha	380,000		\$87,500.00		\$94,000.00		20	153	25	120	N	Y	-		
Waupaca	52,381	\$10,474,162	\$82,559.00	\$82,559.00	\$84,229.00	\$86,171.00	16	36	6	45	N	Y	3		
Waushara	24,531	\$4,390,401	\$79,948.00	\$79,948.00	\$70,984.00	?????	4	14	6	16	N	Y	10.5		
Winnebago	168,000	\$18,084,813	\$88,073.00	\$88,953.00	\$84,707.00	\$85,554.00	24	137	6	71	Y	Y	62		
Wood	78,000	\$8,108,742	\$76,044.00	\$70,470.00	\$95,659.00	\$72,488.00	10	43	6	23	N	Y	2		

Clerk of Courts

County	2010 Salary	2011 Salary	2011 % Inc.	2012 Salary	2012 % Inc.	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2010 Health %	2011 Health %	2012 Health %	2013 Health %	2014 Health %
Adams	\$52,569.00	\$54,829.47	4.30%	\$56,200.20	2.50%	\$57,324.21	2.00%	\$58,470.69	2.00%	10.00%				
Ashland	\$43,534.00	\$45,275.36	4.00%	\$45,275.36	0.00%	\$45,728.11	1.00%	\$46,647.25	2.01%					
Baron	\$50,081.00	\$56,430.00	12.68%	\$57,897.00	2.60%	\$58,476.00	1.00%	\$59,061.00	1.00%	10.00%	15.00%	15.00%	15.00%	15.00%
Bayfield	\$50,343.00	\$53,299.00	5.87%	\$54,985.00	3.16%	\$54,985.00	0.00%	\$54,985.00	0.00%					
Brown	\$66,700.00	\$66,500.00	-0.30%	\$67,700.00	1.81%	\$67,700.00	0.00%	\$67,700.00	0.00%					
Buffalo	\$50,781.34													
Burnett	\$49,254.25	\$50,239.00	2.00%	\$51,244.00	2.00%	\$52,013.00	1.50%	\$52,793.00	1.50%					
Calumet	\$53,000.00	\$56,000.00	5.66%	\$57,680.00	3.00%	\$58,834.00	2.00%	\$60,011.00	2.00%	10.00%	10.00%	10.00%	10.00%	10.00%
Chippewa	\$61,948.14	\$62,877.40	1.50%	\$63,820.56	1.50%	\$64,777.86	1.50%	\$65,749.52	1.50%	9.00%	10.00%	10.00%		
Clark	\$48,470.00	\$52,000.00	7.28%	\$53,019.20	1.96%	\$54,058.38	1.96%	\$55,117.93	1.96%					
Columbia	\$69,300.00	\$70,218.72	1.33%	\$70,218.72	0.00%	\$70,218.72	0.00%	\$70,218.72	0.00%					
Crawford	\$49,218.00													
Dane	\$66,268.00	\$66,268.00	0.00%	\$68,856.00	3.00%	\$91,522.00	3.00%	\$94,267.00	3.00%	0.00%	0.00%			
Dodge	\$61,850.00	\$61,850.00	0.00%	\$61,850.00	0.00%	\$63,087.00	2.00%	\$64,349.00	2.00%					
Door	\$55,919.00	\$58,493.00	4.60%	\$60,696.00	3.77%	\$62,223.00	2.52%	\$64,089.00	3.00%					
Douglas	\$53,026.00	\$56,077.94	5.76%	\$58,041.49	3.50%	\$58,912.11	1.50%	\$60,090.35	2.00%					
Dunn	\$54,531.00	\$56,610.00	3.81%	\$57,742.00	2.00%	\$59,186.00	2.50%	\$60,666.00	2.50%	5.00%	7.50%	7.50%	7.50%	7.50%
Eau Claire	\$60,651.00	\$60,651.00	0.00%	\$60,651.00	0.00%	\$61,864.02	2.00%	\$63,101.30	2.00%					
Florence														
Fond du Lac	\$68,724.00	\$68,724.00	0.00%	\$69,411.24	1.00%	\$70,799.46	2.00%	\$72,215.45	2.00%	15.00%	15.00%	15.00%	15.00%	15.00%
Forest	\$39,958.38	\$39,958.38	0.00%	\$39,958.38	0.00%	\$40,757.55	2.00%	\$41,572.70	2.00%					
Grant	\$51,781.00	\$52,038.00	0.50%	\$52,558.00	1.00%	\$53,084.00	1.00%	\$53,615.00	1.00%					
Green	\$53,064.96													
Green Lake	\$56,828.58	\$58,249.29	2.50%	\$59,705.52	2.50%									
Iowa	\$46,146.00	\$48,560.00	5.23%	\$50,017.00	3.00%	\$50,767.00	1.50%	\$51,529.00	1.50%	3.00%	10.00%	10.00%	10.00%	10.00%
Iron	\$45,960.00													
Jackson	\$46,550.00	\$48,193.00	3.53%	\$51,693.00	7.26%	\$52,468.00	1.50%	\$54,968.00	4.77%					
Jefferson	\$56,884.00	\$58,593.60	3.01%	\$60,340.80	2.98%	\$61,547.20	2.00%	\$62,774.40	1.99%	0.00%				
Juneau	\$51,570.00	\$53,117.10	3.00%	\$54,711.00	3.00%	\$55,211.00	0.91%	\$55,711.00	0.91%					
Kenosha	\$73,759.00	\$75,234.00	2.00%	\$76,739.00	2.00%	\$78,274.00	2.00%	\$79,839.00	2.00%	NA	NA	NA	NA	NA
Kewaunee	\$51,557.00	\$53,104.00	3.00%	\$54,697.00	3.00%	\$56,338.00	3.00%	\$58,028.00	3.00%	10.00%	10.00%	10.00%	10.00%	10.00%
La Crosse	\$63,222.18	\$66,383.00	5.00%	\$68,375.00	3.00%	\$70,426.00	3.00%	\$72,539.00	3.00%	10.00%	10.00%	10.00%	10.00%	10.00%
Lafayette	\$44,418.00	\$44,418.00	0.00%	\$44,418.00	0.00%	\$44,862.00	1.00%	\$45,759.00	2.00%					
Langlade	\$52,203.00	\$50,000.00	-4.22%	\$52,500.00	5.00%	\$55,000.00	4.76%	\$55,000.00	0.00%					
Lincoln	\$56,158.00	\$57,290.00	2.02%											
Manitowoc	\$58,042.00	\$58,913.00	1.50%	\$60,091.00	2.00%	\$61,593.00	2.50%	\$63,441.00	3.00%					
Marathon	\$73,892.00	\$75,739.30	2.50%											
Marquette	\$55,975.00	\$57,095.00	2.00%	\$58,236.00	2.00%	\$59,401.00	2.00%	\$60,589.00	2.00%	15.00%	15.00%	15.00%	15.00%	15.00%
Marquette	\$48,327.00	\$49,776.81	3.00%	\$51,270.11	3.00%	\$52,808.22	3.00%	\$54,392.46	3.00%	5.00%	15.00%	15.00%	15.00%	15.00%
Menominee	\$38,281.72	\$39,047.35	2.00%	\$39,828.30	2.00%	\$40,624.87	2.00%	\$41,437.37	2.00%					
Milwaukee														
Monroe	\$47,482.00	\$47,482.00	0.00%	\$47,482.00	0.00%	\$47,482.00	0.00%	\$47,482.00	0.00%					
Oconto	\$52,844.00	\$53,637.00	1.50%	\$54,442.00	1.50%	\$55,259.00	1.50%	\$56,087.00	1.50%	10.00%	10.00%	10.00%	10.00%	10.00%
Oneida	\$55,037.00	\$56,688.11	3.00%	\$58,388.75	3.00%	\$59,556.53	2.00%	\$60,747.66	2.00%	5.00%				
Outagamie	\$69,699.00	\$71,093.00	2.00%	\$72,515.00	2.00%	\$73,965.00	2.00%	\$75,444.00	2.00%					
Ozaukee	\$70,042.00	\$70,042.00	0.00%	\$71,547.90	2.15%	\$73,086.18	2.15%	\$74,657.54	2.15%	10.00%	10.00%	10.00%	10.00%	10.00%

County	2010 Salary	2011 Salary	2011 % Inc.	2012 Salary	2012 % Inc.	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2010 Health %	2011 Health %	2012 Health %	2013 Health %	2014 Health %
Pepin	\$43,296.00	\$45,923.00	6.07%	\$47,300.00	3.00%	\$47,773.00	1.00%	\$48,251.00	1.00%	10.00%				
Pierce	\$51,128.00	\$53,974.00	5.57%	\$55,323.00	2.50%	\$56,706.00	2.50%	\$58,124.00	2.50%	10.00%	n/a	n/a	n/a	n/a
Polk	\$51,958.40	\$52,737.78	1.50%	\$53,528.84	1.50%	\$54,331.78	1.50%	\$55,146.75	1.50%	10.00%				
Portage	\$61,984.00	\$62,476.75	0.80%	\$62,476.75	0.00%	\$63,413.90	1.50%	\$64,365.11	1.50%	10.00%		will be same as nonreps		
Price	\$42,780.00	\$44,705.00	4.50%	\$46,717.00	4.50%	\$46,717.00	0.00%	\$46,717.00	0.00%					
Racine	\$77,358.00	\$77,358.00	0.00%	\$77,358.00	0.00%	\$77,358.00	0.00%	\$77,358.00	0.00%	10.00%	10.00%	10.00%	15.00%	15.00%
Richland	\$50,311.00	\$50,311.00	0.00%	\$50,311.00	0.00%	\$51,588.78	2.50%	\$52,858.00	2.50%					
Rock	\$67,886.02	\$67,886.02	0.00%	\$67,886.02	0.00%	\$67,886.02	0.00%	\$67,886.02	0.00%					
Rusk	\$41,926.00	\$44,035.00	5.03%	\$45,356.00	3.00%	\$46,716.00	3.00%	\$47,651.00	2.00%	10.00%	10.00%	10.00%	10.00%	10.00%
St. Croix	\$55,059.00	\$61,000.00	10.79%	\$61,915.00	1.50%	\$62,843.73	1.50%	\$63,786.38	1.50%	10.00%				
Sauk	\$62,932.00	\$62,932.00	0.00%	\$62,932.00	0.00%	\$62,932.00	0.00%	\$62,932.00	0.00%	10.00%	15.00%	15.00%	15.00%	15.00%
Sawyer	\$47,759.00													
Shawano	\$52,012.00	\$52,012.00	0.00%	\$52,532.12	1.00%	\$53,320.10	1.50%	\$54,253.20	1.75%					
Sheboygan	\$60,509.00	\$67,370.41	11.34%	\$67,370.41	0.00%	\$67,370.41	0.00%	\$67,370.41	0.00%	10.00%	15.00%	15.00%	15.00%	15.00%
Taylor	\$45,770.00	\$49,065.00	7.20%	\$50,046.00	2.00%	\$51,047.00	2.00%	\$52,068.00	2.00%	4.60%				
Trempealeau	\$49,938.00	\$57,500.00	15.14%	\$58,075.00	1.00%	\$58,655.75	1.00%	\$59,242.31	1.00%	15.00%				
Vernon	\$49,143.00	\$49,143.00	0.00%	\$50,126.00	2.00%	\$51,128.00	2.00%	\$52,151.00	2.00%					
Vilas														
Walworth	\$70,543.20	\$71,601.35	1.50%	\$72,675.37	1.50%	\$73,765.50	1.50%	\$74,871.98	1.50%	7.00%	7.00%	7.00%	7.00%	7.00%
Washburn	\$49,319.80	\$50,306.20	2.00%	\$50,306.20	0.00%	\$51,312.32	2.00%	\$51,312.32	0.00%					
Washington	\$67,642.56	\$67,642.56	0.00%	\$68,998.41	2.00%	\$68,998.41	0.00%	\$70,375.32	2.00%	15.00%	15.00%	15.00%	15.00%	15.00%
Waukesha	\$73,231.00	\$73,963.00	1.00%	\$74,703.00	1.00%	\$75,824.00	1.50%	\$76,961.00	1.50%					
Waupaca	\$61,053.00	\$62,000.00	1.55%											
Waushara	\$57,047.00	\$58,188.00	2.00%	\$59,351.00	2.00%	\$59,351.00	0.00%	\$59,351.00	0.00%	10.00%	10.00%	10.00%	15.00%	15.00%
Winnebago	\$62,166.00	\$63,098.00	1.50%	\$64,045.00	1.50%	\$65,006.00	1.50%	\$65,981.00	1.50%					
Wood	\$58,132.75													

Statistical Information	2010 Salary
# of Responses	69

2011 Salary
63

2012 Salary
60

2013 Salary
59

2014 Salary
59

Minimum	\$38,281.72
25th Percentile	\$49,254.25
50th Percentile (Median)	\$53,026.00
66th Percentile	\$58,072.25
75th Percentile	\$61,948.14
Maximum	\$86,268.00

2.00%	\$39,047.35
2.14%	\$50,308.60
6.91%	\$56,688.11
5.53%	\$61,283.33
1.72%	\$63,015.00
0.00%	\$86,268.00

2.00%	\$39,828.30
2.54%	\$51,587.28
2.26%	\$57,969.25
-0.33%	\$61,080.67
1.37%	\$63,876.67
3.00%	\$88,856.00

2.00%	\$40,624.87
2.04%	\$52,638.11
1.49%	\$58,834.00
2.55%	\$62,636.82
1.59%	\$64,891.93
3.00%	\$91,522.00

2.00%	\$41,437.37
2.46%	\$53,934.10
0.88%	\$59,351.00
1.65%	\$63,671.25
1.50%	\$65,865.26
3.00%	\$94,267.00

Average (Mean)	\$55,894.70
Trimmed Mean (10%)	\$55,540.48

3.55%	\$57,876.55
3.73%	\$57,610.82

1.20%	\$58,568.89
1.16%	\$58,277.33

1.52%	\$59,461.71
1.62%	\$59,219.32

1.59%	\$60,409.46
1.53%	\$60,128.04

The "Trimmed Mean" is a calculation excluding the outlying data from your analysis. In this case, the high and low values may skew the data, so the top 5% and bottom 5% are excluded for a more accurate picture.